



REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY
UNITED STATES ARMY NONCOMMISSIONED OFFICER ACADEMY, HAWAII
6065 EAST RANGE ROAD
SCHOFIELD BARRACKS, HAWAII 96857-7000

APVG-NCOA

28 August 2014

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Policy Letter #23, Sexual Harassment and Assault Response Program (SHARP)

1. References.

a. AR 600-20, Army Command Policy, Chapter 8, 18 March 2008.

b. ALARACT 007/2012, DTG: R 121650Z JAN 12, Subject: SHARP Program Implementation Guidance.

2. The Army and unit are committed to ensuring that Soldiers, Civilian employees, and Family members live and work in an environment free of sexual harassment and sexual assault. All leaders must be committed to creating and maintaining an environment that promotes productivity, dignity, and respect. Sexual harassment and sexual assault are offenses contrary to Army Values and the Warrior Ethos. They destroy teamwork and negatively affect combat readiness. Sexual harassment and sexual assault are punishable under the Uniform Code of Military Justice and other federal and local laws.

3. All allegations of sexual harassment and/or sexual assault must be taken seriously. Individuals who feel that they are being sexually harassed should seek relief at the lowest level possible and request assistance from their chain of command and/or their SHARP Office. Individuals who have been sexually assaulted need to refer all reporting to Company Victim Advocates (VA), Battalion VA, NCO Academy Hawaii (NCOAH) VA, and/or the 25th CAB SHARP Office. There are other resources available to victims of sexual assault which is through the chain of command, Criminal Investigations Division, Chaplain, Inspector General, Provost Marshal, or the Legal Assistance Office of the Staff Judge Advocate. Sexual assault is a crime and cannot be investigated by the chain of command. Subordinate commanders and unit leaders will ensure that individuals who feel they are being sexually harassed or sexually assaulted are permitted to report without fear of intimidation, re-victimization, harassment, or reprisal.

4. We must protect all personnel and Family members from reprisal or retaliation for filing complaints. No Soldier or employee may take or threaten to take unfavorable personnel actions, or to withhold a favorable personnel action, in reprisal against any person for filing a complaint. If an allegation of reprisal is made known to any agency authorized to receive complaints, the agency will refer the complaint to the Inspector General.

5. Inappropriate sexual behavior or treatment towards others is not in keeping with the standards expected of Soldiers. Inappropriate sexual treatment includes sexual discrimination and sexual harassment, both of which are detrimental to unit cohesiveness and combat readiness. All

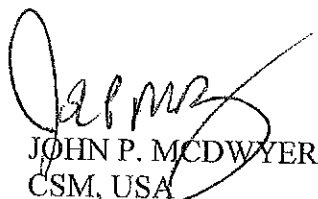
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Soldiers in this command will strive to maintain a work-environment free from any form of sexual harassment. Sexual harassment includes implicit and explicit sexual advances, requests for sexual favors, deliberate or repeated offensive comments or gestures, or physical contact of a sexual nature in a work or work related environment. To prevent incidents from happening is to arm our Soldiers with the proper tools to spot these behaviors and report them immediately. It has been reported that most sexual assaults stem from sexual harassment that has not been dealt with. It is our duty as Soldiers to report any wrong doing of a sexual nature to the proper authority. If we stop condoning what we assume to be the norm, we will all achieve cultural change.

6. Prevention of sexual harassment and sexual assault is everyone's responsibility. Every Soldier, Civilian employee, and Family member is responsible for treating one another with mutual dignity and respect. We cannot tolerate or condone sexual harassment or sexual assault. It is incumbent upon all leaders to set the example and create an environment conducive to good order and discipline. As Soldiers and proud members of our team, we are duty bound to Intervene, Act, and Motivate others to stop sexual assaults and the sexually offensive language and gestures that create an environment friendly to this abuse.

7. The point of contact for this policy is the NCOAH SHARP VA; SFC Rivera, Cecilo at 656-0463 or cecilo.ray.rivera.mil@mail.mil.


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CSM, USA
Commandant